

Employment Cost Index

Technical Note

The Employment Cost Index (ECI) is a quarterly index that measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. It measures that change for total compensation (wages, salaries, and employer costs for employee benefits), for wages and salaries only, and for benefit costs only.

Wages and salaries are defined as the hourly straight-time wage rate, or straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments.

Benefits covered by the ECI are: Paid leave, supplemental pay, insurance benefits, retirement and savings benefits, legally required benefits, and other benefits.

The ECI provides data for the civilian economy, which includes the private economy and the public sector—excluding farms, private households, the self-employed and the Federal Government. Data are provided separately for the public and private sectors.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data are collected from a probability sample. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

The sample establishments are classified by industry based on the 1987 *Standard Industrial Classification (SIC) Manual*, as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broad occupational definitions. In 1996, some establishments in motor freight transportation and warehousing (SIC 42), transportation by air (SIC 45), and transportation services (SIC 47) were reclassified into air courier services (SIC 4513). These establishments were engaged in the delivery of letters, parcels, and packages, but were also operated as support establishments of enterprises that engaged in furnishing air delivery of individually addressed letters, parcels, and packages. Since the definition for SIC 4513 includes support establishments, these establishments were reclassified. For the ECI, these re-

classifications took effect in the June 1998 reference period.

Fixed employment weights are used each quarter to calculate the most aggregate indexes—civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, the 1990 employment counts, primarily from the Bureau's Occupational Employment Survey, were used. From June 1986 to December 1994, employment counts from the 1980 Census were used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, and area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in the article, "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

Beginning with the release of ECI data for March 1990, indexes were rebased to June 1989=100. Beginning with the release of ECI data for December 1990, seasonally adjusted data are available for selected ECI series. A description of the rebasing is available in "Employment Cost Index Rebased to June 1989," *Monthly Labor Review*, April 1990.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled, "Employer Costs for Employee Compensation." The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1990 weights.

More detailed information on the ECI may be obtained by writing to the ECI, Division of Compensation Data Analysis and Planning, Bureau of Labor Statistics, 2 Massachusetts Ave. NE, Room 4175, Washington, DC 20212-0001.

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TABLE A-1. **Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group, selected periods, 1997-99**

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 1999	June 1999	Sep. 1997	Dec. 1997	Mar. 1998	June 1998	Sep. 1998	Dec. 1998	Mar. 1999	June 1999
TOTAL COMPENSATION										
Civilian workers	140.2	141.7	0.8	1.0	0.7	0.9	0.9	0.7	0.4	1.1
State and local government	140.4	141.5	.5	.7	.7	.7	.7	.7	.6	.8
Private industry	140.2	141.8	.8	1.1	.7	.9	1.0	.7	.4	1.2
Industry										
Goods producing ²	138.9	139.8	.7	.4	.7	.8	.7	.5	.7	.6
Construction ³	135.9	136.6	.6	.5	.7	1.2	.4	1.2	1.0	.5
Manufacturing	139.8	140.7	.7	.6	.7	.6	.7	.6	.6	.6
Durables	140.0	141.0	.6	.6	.7	.6	.7	.6	.6	.7
Nondurables	139.5	140.3	.7	.7	.8	.6	.8	.5	.8	.6
Service producing ⁴	140.7	142.7	.8	1.4	.7	.9	1.2	.8	.1	1.4
Transportation and public utilities ⁵	139.5	141.0	.8	1.1	.9	1.2	.9	.7	.0	1.1
Wholesale trade ³	142.6	144.4	.7	.6	1.6	.6	1.7	1.6	-.3	1.3
Retail trade	136.9	139.0	.9	.9	.9	.8	1.0	.2	.7	1.5
Finance, insurance, and real estate ^{3,6}	141.5	145.8	.9	3.1	1.6	1.2	1.9	1.1	-.7	3.0
Services	143.5	144.7	.8	1.2	.5	.8	.9	.8	.5	.8
Nonmanufacturing	140.2	142.0	.8	1.4	.8	.9	1.1	.9	.2	1.3
Occupational group										
White collar	142.3	144.1	.7	1.4	.7	1.0	1.1	.9	.0	1.3
Blue collar	137.0	138.1	.7	.7	.5	.8	.7	.7	.7	.8
Service ³	139.1	140.4	1.5	.8	.9	.7	.8	.5	1.1	.9
WAGES AND SALARIES										
Civilian workers	138.3	139.9	.8	1.1	.9	.9	1.1	.7	.5	1.2
State and local government	139.0	140.4	.8	.7	.7	.7	.7	.8	.6	1.0
Private industry	138.1	139.8	.9	1.1	.9	1.0	1.2	.7	.4	1.2
Industry										
Goods producing ^{2,6}	136.3	137.3	.8	.5	1.1	.9	.8	.7	.8	.7
Construction ³	131.0	131.7	.8	.6	1.0	1.3	.2	1.0	1.2	.5
Manufacturing ⁶	137.9	139.0	.8	.7	1.1	.7	1.0	.6	.8	.8
Durables ⁶	137.9	139.1	.8	.5	1.1	.8	1.0	.7	.7	.9
Nondurables	137.8	138.6	.8	1.0	.9	.6	1.0	.7	.6	.6
Service producing ⁴	138.9	140.8	1.0	1.4	.9	.9	1.4	.7	.3	1.4
Transportation and public utilities ⁵	135.2	137.0	.9	.9	.5	.8	1.0	.6	.1	1.3
Wholesale trade ³	140.8	142.1	.8	.5	1.9	.4	1.8	1.5	-.4	.9
Retail trade	136.3	138.2	.9	1.0	.8	.9	1.3	.1	.9	1.4
Finance, insurance, and real estate ^{3,6}	137.2	142.4	.9	3.3	1.5	1.7	2.4	1.2	-1.9	3.8
Services	142.1	143.3	1.1	1.3	.7	.9	1.1	.7	.9	.8
Nonmanufacturing	137.9	139.7	.9	1.4	.8	1.0	1.2	1.0	.2	1.3

See footnotes at end of table.

TABLE A-1. **Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group, selected periods, 1997-99** — Continued

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 1999	June 1999	Sep. 1997	Dec. 1997	Mar. 1998	June 1998	Sep. 1998	Dec. 1998	Mar. 1999	June 1999
WAGES AND SALARIES—Continued										
Occupational group										
White collar	140.2	142.1	1.0	1.4	0.9	1.0	1.4	0.9	0.1	1.4
Blue collar ⁶	134.3	135.6	.8	.6	.9	.8	.8	.6	.8	1.0
Service ³	136.7	138.0	1.6	.9	.8	.8	.8	.6	1.2	1.0
BENEFIT COSTS										
Civilian workers	145.0	146.3	.4	.9	.4	.7	.7	.6	.3	.9
State and local government	143.5	144.3	.1	.5	.7	.7	.9	.6	.6	.6
Private industry	145.4	146.8	.4	1.0	.4	.7	.6	.7	.2	1.0
Industry										
Goods producing ²	144.4	145.0	.5	.2	-.1	.5	.4	.3	.7	.5
Manufacturing	143.6	144.3	.4	.3	-.1	.4	.3	.1	.6	.5
Service producing ⁴	145.9	147.8	.4	1.5	.5	.8	.8	.9	-.1	1.3
Nonmanufacturing	146.2	147.9	.5	1.2	.6	.8	.8	.8	.1	1.2
Occupational group										
White collar	147.7	149.3	.4	1.3	.5	.7	.8	.8	.0	1.1
Blue collar	142.5	143.5	.6	.2	.3	.6	.4	.5	.6	.7
Service ³	146.3	147.6	1.2	.6	.8	.3	.6	.3	1.0	.9

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Average standard errors (SE) for the unadjusted series upon which this series is based exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1997. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site

(http://stats.bls.gov/ecthome.htm). All series will continue to be published until further notice.

⁴ Includes transportation, communications, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁵ Estimates for transportation and public utilities reflect the changes in SIC coding. See Technical Note for further information.⁶ No identifiable seasonality was found for this series.

TABLE A-2. **Employment Cost Index for total compensation¹ for civilian and State and local government workers by industry and occupational group, selected periods, 1998-99**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Civilian workers	137.4	140.4	141.8	0.8	0.4	1.0	3.5	3.0	3.2
Excluding sales occupations	137.4	140.5	141.7	.7	.7	.9	3.3	3.0	3.1
Industry									
Goods producing ²	136.3	139.0	140.0	.9	.8	.7	2.7	2.9	2.7
Manufacturing	137.2	139.9	140.9	.6	.7	.7	2.5	2.6	2.7
Service producing ³	137.7	140.9	142.4	.7	.4	1.1	3.6	3.0	3.4
Services	139.0	142.3	143.2	.5	.4	.6	3.0	2.9	3.0
Health services	138.5	140.5	141.4	.4	1.0	.6	2.1	1.8	2.1
Hospitals	138.2	141.3	142.2	.8	.8	.6	2.7	3.1	2.9
Educational services	137.7	141.3	141.7	.1	.2	.3	2.6	2.8	2.9
Public administration ⁴	137.4	140.8	141.5	.7	.6	.5	3.3	3.2	3.0
Nonmanufacturing	137.3	140.5	141.9	.8	.4	1.0	3.6	3.2	3.4
Occupational group									
White collar	138.7	141.9	143.3	.7	.4	1.0	3.6	3.1	3.3
Excluding sales	138.9	142.2	143.4	.6	.7	.8	3.4	3.0	3.2
Professional specialty and technical	138.3	141.3	142.2	.6	.2	.6	2.7	2.8	2.8
Executive, administrative, and managerial ...	139.7	143.5	145.4	.4	1.2	1.3	4.3	3.2	4.1
Administrative support, including clerical	139.3	142.5	143.4	.9	.8	.6	3.5	3.3	2.9
Blue collar	134.3	137.1	138.3	.8	.7	.9	2.6	2.9	3.0
Service ⁵	137.9	141.3	142.4	.7	.9	.8	3.9	3.2	3.3
State and local government	136.9	140.5	141.0	.3	.5	.4	2.7	2.9	3.0
Industry									
Services	136.6	140.0	140.5	.1	.2	.4	2.5	2.6	2.9
Excluding schools ^{5,6}	136.2	139.6	140.3	.1	.6	.5	2.5	2.6	3.0
Health services	138.0	141.2	142.0	.1	.4	.6	2.3	2.4	2.9
Hospitals	138.4	141.7	142.7	.0	.4	.7	2.4	2.4	3.1
Educational services	136.5	139.9	140.3	.1	.2	.3	2.5	2.6	2.8
Schools	136.7	140.2	140.6	.1	.2	.3	2.4	2.6	2.9
Elementary and secondary	136.2	139.6	140.0	.1	.2	.3	2.2	2.6	2.8
Colleges and universities	138.1	141.7	142.1	.1	.1	.3	3.0	2.8	2.9
Public administration ⁴	137.4	140.8	141.5	.7	.6	.5	3.3	3.2	3.0
Occupational group									
White collar	136.2	139.8	140.2	.1	.4	.3	2.4	2.7	2.9
Professional specialty and technical	135.6	138.8	139.3	.0	.2	.4	2.3	2.4	2.7
Executive, administrative, and managerial ...	137.9	142.6	142.8	.3	.7	.1	2.6	3.7	3.6
Administrative support, including clerical	137.2	141.4	141.3	.2	.8	-.1	2.8	3.3	3.0
Blue collar	135.2	138.8	139.5	.1	.7	.5	2.2	2.8	3.2
Service ⁵	141.0	144.3	145.3	1.1	.6	.7	4.0	3.5	3.0

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communications, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

⁵ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1997. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁶ Formerly called hospitals and other services.

TABLE A-3. Employment Cost Index for total compensation¹ for private industry workers by industry and occupational group, selected periods, 1998-99

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Private industry workers	137.5	140.4	142.0	0.9	0.4	1.1	3.5	3.0	3.3
Excluding sales occupations	137.5	140.5	141.9	.8	.8	1.0	3.4	3.0	3.2
Industry									
Goods producing ²	136.2	138.9	139.9	.8	.8	.7	2.6	2.8	2.7
Excluding sales	135.6	138.3	139.3	.8	.8	.7	2.5	2.8	2.7
White collar	138.8	141.7	142.7	.8	1.1	.7	3.0	2.9	2.8
Excluding sales	137.4	140.4	141.3	.8	1.2	.7	2.7	3.0	2.8
Blue collar	134.6	137.1	138.3	.8	.6	.9	2.4	2.7	2.7
Construction ³	132.7	135.6	136.9	1.6	1.0	1.0	3.1	3.8	3.2
Manufacturing	137.2	139.9	140.9	.6	.7	.7	2.5	2.6	2.7
White collar	139.1	141.8	143.0	.7	.9	.8	2.9	2.6	2.8
Excluding sales	137.3	140.1	141.3	.6	1.0	.9	2.6	2.6	2.9
Blue collar	135.9	138.5	139.4	.7	.6	.6	2.3	2.6	2.6
Durables	137.4	139.9	141.0	.7	.5	.8	2.5	2.5	2.6
Aircraft manufacturing (SIC 3721)	138.9	140.5	142.4	1.2	-.1	1.4	.4	2.4	2.5
White collar	137.1	137.3	139.5	1.8	-.1	1.6	1.6	1.9	1.8
Blue collar	140.1	144.3	145.7	.4	-.1	1.0	-1.9	3.4	4.0
Nondurables	136.7	139.6	140.4	.6	1.0	.6	2.8	2.7	2.7
Service producing ⁴	137.8	140.9	142.8	.8	.3	1.3	4.0	3.1	3.6
Excluding sales	138.5	141.7	143.3	.8	.8	1.1	3.9	3.1	3.5
White collar	139.3	142.3	144.3	.9	.1	1.4	4.2	3.1	3.6
Excluding sales	140.6	143.8	145.5	.8	.7	1.2	4.1	3.1	3.5
Blue collar	133.2	136.2	137.8	.8	1.0	1.2	3.1	3.1	3.5
Service	135.8	139.3	140.5	.6	1.1	.9	4.0	3.2	3.5
Transportation and public utilities ⁵	137.1	139.7	140.9	1.0	.3	.9	4.1	2.9	2.8
Transportation ^{3,5}	134.9	136.8	138.1	.7	-.4	1.0	3.1	2.1	2.4
Public utilities	139.7	143.4	144.6	1.3	1.1	.8	5.4	4.0	3.5
Communications	139.2	143.3	144.9	1.9	1.1	1.1	6.7	4.9	4.1
Electric, gas, and sanitary services	140.3	143.4	144.2	.5	.9	.6	4.0	2.7	2.8
Wholesale and retail trade	135.8	138.9	141.1	.8	.5	1.6	3.5	3.1	3.9
Excluding sales	136.3	139.9	141.9	.6	.8	1.4	3.3	3.2	4.1
Wholesale trade ³	138.6	142.7	144.6	.7	-.1	1.3	3.6	3.6	4.3
Excluding sales	138.2	142.4	144.0	.9	.8	1.1	3.4	3.9	4.2
Retail trade	134.4	136.8	139.1	1.0	.9	1.7	3.6	2.8	3.5
General merchandise stores ³	133.0	135.0	135.6	1.4	.7	.4	4.2	2.9	2.0
Food stores ³	132.9	134.3	135.7	1.2	1.2	1.0	3.7	2.3	2.1
Finance, insurance, and real estate ³	138.4	141.5	145.8	1.2	-.7	3.0	7.0	3.5	5.3
Excluding sales	141.3	145.6	148.8	.8	1.6	2.2	6.7	3.9	5.3
Banking, savings and loan, and other credit agencies ³	145.3	148.8	155.4	1.4	1.4	4.4	10.4	3.8	7.0
Insurance ³	138.9	141.7	144.0	1.1	.0	1.6	5.1	3.1	3.7
Excluding sales	140.9	144.5	145.4	.6	1.4	.6	3.1	3.2	3.2
Services	140.3	143.5	144.6	.7	.6	.8	3.4	3.0	3.1
Business services ³	140.7	147.5	148.7	.9	1.1	.8	4.8	5.7	5.7
Health services	138.7	140.5	141.4	.4	1.1	.6	2.1	1.7	1.9
Hospitals	138.2	141.2	142.1	1.1	.9	.6	2.8	3.3	2.8
Nursing homes	—	—	—	.8	1.3	.9	3.0	3.6	3.8
Educational services	143.9	148.3	148.7	.3	.4	.3	3.7	3.4	3.3
Colleges and universities	144.8	149.2	149.6	.3	.5	.3	3.5	3.4	3.3

See footnotes at end of table.

TABLE A-3. **Employment Cost Index for total compensation¹ for private industry workers by industry and occupational group, selected periods, 1998-99** — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Industry—Continued									
Nonmanufacturing industries	137.2	140.3	142.0	0.9	0.4	1.2	3.9	3.2	3.5
White collar	139.2	142.3	144.1	.9	.2	1.3	4.2	3.2	3.5
Excluding sales	140.5	143.7	145.3	.9	.7	1.1	4.0	3.2	3.4
Blue collar	132.4	135.2	136.8	1.1	.9	1.2	3.0	3.2	3.3
Service	135.7	139.2	140.4	.6	1.1	.9	4.0	3.2	3.5
Occupational group									
White collar	139.4	142.4	144.1	.9	.3	1.2	4.0	3.1	3.4
Excluding sales	139.9	143.0	144.5	.8	.8	1.0	3.8	3.0	3.3
Professional specialty and technical	140.1	142.9	144.1	.9	.2	.8	3.1	3.0	2.9
Executive, administrative, and managerial ...	140.0	143.7	145.8	.4	1.3	1.5	4.6	3.1	4.1
Sales ³	137.3	139.6	142.6	1.5	-2.1	2.1	5.0	3.2	3.9
Administrative support, including clerical	139.6	142.6	143.7	1.0	.8	.8	3.6	3.2	2.9
Blue collar	134.3	136.9	138.2	.9	.7	.9	2.7	2.9	2.9
Precision production, craft, and repair	134.4	137.2	138.4	1.1	.8	.9	2.7	3.2	3.0
Machine operators, assemblers, and inspectors	134.7	137.3	138.4	.8	.4	.8	2.7	2.8	2.7
Transportation and material moving	129.9	131.6	133.6	.5	.7	1.5	2.4	1.8	2.8
Handlers, equipment cleaners, helpers, and laborers	137.6	141.0	142.3	.4	1.3	.9	3.1	2.9	3.4
Service	136.0	139.5	140.6	.5	1.1	.8	3.9	3.1	3.4
Production and nonsupervisory occupations ⁶	136.6	139.3	140.8	1.0	.2	1.1	3.4	3.0	3.1

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1997. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁴ Includes transportation, communications, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁵ Estimates for transportation and public utilities reflect the changes in SIC coding. See Technical Note for further information.

⁶ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

TABLE A-4. **Employment Cost Index for total compensation¹ for private industry workers by bargaining status, region, and area, selected periods, 1998-99**

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Bargaining status									
Union	135.3	138.0	139.0	1.0	0.4	0.7	2.7	3.0	2.7
Blue-collar occupations	133.3	135.6	136.7	1.1	.2	.8	2.6	2.9	2.6
Goods-producing industries ²	134.3	136.8	138.2	1.2	.2	1.1	2.4	3.1	2.9
Service-producing industries	136.2	139.2	139.7	.7	.5	.4	2.9	2.9	2.6
Manufacturing	134.6	137.0	138.1	.7	.1	.8	2.2	2.5	2.6
Blue-collar occupations	134.2	136.5	137.5	.8	.1	.7	2.1	2.6	2.5
Nonmanufacturing	135.3	138.1	139.2	1.0	.5	.8	2.9	3.1	2.9
Nonunion	137.8	140.8	142.5	.8	.5	1.2	3.8	3.0	3.4
Blue-collar occupations	134.7	137.6	139.0	.7	1.0	1.0	2.7	2.8	3.2
Goods-producing industries ²	136.9	139.7	140.5	.7	1.0	.6	2.8	2.8	2.6
Service-producing industries	138.0	141.1	143.0	1.0	.4	1.3	4.2	3.2	3.6
Manufacturing	138.0	140.7	141.7	.6	.9	.7	2.7	2.6	2.7
Blue-collar occupations	136.7	139.5	140.2	.5	.9	.5	2.4	2.6	2.6
Nonmanufacturing	137.5	140.6	142.4	.9	.4	1.3	4.0	3.2	3.6
Region³									
Northeast	137.0	140.5	141.5	.7	.7	.7	2.9	3.3	3.3
South	136.4	139.1	140.7	.7	.7	1.2	3.7	2.7	3.2
Midwest	139.6	141.7	143.6	.9	.2	1.3	3.6	2.5	2.9
West	136.6	140.3	142.1	1.0	.2	1.3	4.0	3.8	4.0
Area									
Metropolitan	137.5	140.4	142.0	.8	.4	1.1	3.5	2.9	3.3
Other	137.1	140.5	141.8	.9	.8	.9	3.5	3.4	3.4

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee,

Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

TABLE A-5. **Employment Cost Index for wages and salaries for civilian and State and local government workers by industry and occupational group, selected periods, 1998-99**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Civilian workers	135.0	138.4	139.8	0.7	0.5	1.0	3.8	3.3	3.6
Excluding sales occupations	134.9	138.4	139.6	.7	.8	.9	3.6	3.3	3.5
Industry									
Goods producing ¹	133.3	136.3	137.4	1.0	.8	.8	3.4	3.3	3.1
Manufacturing	134.6	137.9	139.0	.7	.8	.8	3.3	3.1	3.3
Service producing ²	135.7	139.2	140.7	.7	.4	1.1	3.9	3.3	3.7
Services	137.6	141.5	142.3	.5	.7	.6	3.5	3.4	3.4
Health services	136.5	138.8	139.7	.2	.9	.6	2.6	1.9	2.3
Hospitals	135.1	138.1	138.8	.7	.7	.5	2.7	2.9	2.7
Educational services	136.5	140.2	140.6	.1	.1	.3	2.9	2.9	3.0
Public administration ³	133.2	136.9	137.8	.4	.7	.7	3.3	3.2	3.5
Nonmanufacturing	135.1	138.4	139.9	.8	.4	1.1	3.9	3.3	3.6
Occupational group									
White collar	136.7	140.1	141.6	.8	.3	1.1	4.0	3.3	3.6
Excluding sales	137.0	140.5	141.8	.7	.7	.9	3.8	3.2	3.5
Professional specialty and technical	136.6	140.1	141.0	.6	.5	.6	3.3	3.2	3.2
Executive, administrative, and managerial ...	138.3	141.6	143.8	.7	.9	1.6	4.8	3.1	4.0
Administrative support, including clerical	136.2	140.0	140.9	.9	1.0	.6	3.7	3.7	3.5
Blue collar	131.4	134.5	135.8	.8	.9	1.0	3.1	3.1	3.3
Service ⁴	134.5	138.3	139.4	.6	.9	.8	4.0	3.4	3.6
State and local government	135.4	139.0	139.6	.2	.4	.4	3.0	2.9	3.1
Industry									
Services	135.9	139.5	139.9	.1	.2	.3	2.8	2.8	2.9
Excluding schools ^{4,5}	135.5	139.0	139.6	.1	.6	.4	3.0	2.7	3.0
Health services	136.5	139.7	140.4	.1	.4	.5	2.9	2.5	2.9
Hospitals	136.5	139.7	140.6	.1	.4	.6	3.1	2.5	3.0
Educational services	135.8	139.5	139.8	.1	.1	.2	2.7	2.8	2.9
Schools	136.0	139.6	140.0	.1	.1	.3	2.8	2.8	2.9
Elementary and secondary	136.1	139.5	139.9	.1	.1	.3	2.6	2.6	2.8
Colleges and universities	135.5	139.6	139.8	.2	.0	.1	3.1	3.3	3.2
Public administration ³	133.2	136.9	137.8	.4	.7	.7	3.3	3.2	3.5
Occupational group									
White collar	135.2	138.9	139.3	.1	.3	.3	2.8	2.9	3.0
Professional specialty and technical	135.6	138.9	139.4	.1	.1	.4	2.7	2.5	2.8
Executive, administrative, and managerial ...	135.6	140.1	140.5	.4	.6	.3	3.0	3.7	3.6
Administrative support, including clerical	133.3	137.4	137.5	.2	.7	.1	2.9	3.3	3.2
Blue collar	133.5	136.9	137.6	.3	.7	.5	2.9	2.9	3.1
Service ⁴	137.2	141.1	142.1	.5	.8	.7	3.6	3.4	3.6

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communications, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

³ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

⁴ Average standard errors (SE) for the series exceed 0.3 percent for

3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1997. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁵ Formerly called hospitals and other services.

TABLE A-6. **Employment Cost Index for wages and salaries for private industry workers by industry and occupational group, selected periods, 1998-99**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Private industry workers	134.9	138.1	139.7	0.9	0.5	1.2	4.0	3.3	3.6
Excluding sales occupations	134.8	138.2	139.6	.8	.9	1.0	3.8	3.4	3.6
Industry									
Goods producing ¹	133.2	136.3	137.3	.9	.8	.7	3.3	3.3	3.1
Excluding sales	132.5	135.5	136.6	.9	.8	.8	3.3	3.2	3.1
White collar	136.3	139.4	140.5	1.0	.9	.8	3.7	3.3	3.1
Excluding sales	134.6	137.8	138.8	1.0	1.0	.7	3.5	3.4	3.1
Blue collar	131.3	134.3	135.4	.9	.8	.8	3.1	3.2	3.1
Construction ²	128.1	130.7	131.9	1.7	1.1	.9	3.6	3.7	3.0
Manufacturing	134.6	137.9	139.0	.7	.8	.8	3.3	3.1	3.3
White collar	136.8	140.1	141.4	.9	.8	.9	3.7	3.3	3.4
Excluding sales	135.0	138.3	139.6	.9	.9	.9	3.4	3.4	3.4
Blue collar	133.1	136.3	137.2	.6	.7	.7	3.0	3.0	3.1
Durables	134.5	137.9	139.1	.8	.7	.9	3.4	3.4	3.4
Aircraft manufacturing (SIC 3721)	136.9	139.4	141.5	1.3	.8	1.5	2.5	3.2	3.4
White collar	133.7	135.5	138.0	1.9	.7	1.8	3.2	3.3	3.2
Blue collar	140.5	144.5	145.5	.3	.9	.7	1.2	3.1	3.6
Nondurables	134.9	138.0	138.7	.5	.9	.5	3.3	2.8	2.8
Service producing ³	135.6	138.9	140.8	.9	.4	1.4	4.2	3.3	3.8
Excluding sales	136.2	139.8	141.4	.7	.9	1.1	4.0	3.4	3.8
White collar	137.0	140.3	142.3	1.0	.1	1.4	4.4	3.4	3.9
Excluding sales	138.4	142.0	143.7	.8	.9	1.2	4.3	3.4	3.8
Blue collar	131.1	134.4	135.9	.7	1.1	1.1	3.1	3.2	3.7
Service	133.0	136.7	137.8	.7	1.1	.8	4.3	3.5	3.6
Transportation and public utilities ⁴	132.8	135.4	136.8	.5	.2	1.0	3.1	2.5	3.0
Transportation ^{2,4}	130.4	132.3	133.7	.2	-.5	1.1	2.8	1.7	2.5
Public utilities	135.7	139.2	140.6	.9	1.0	1.0	3.7	3.5	3.6
Communications	135.8	139.4	141.1	1.0	1.0	1.2	4.0	3.7	3.9
Electric, gas, and sanitary services	135.6	138.9	140.0	.7	1.1	.8	3.4	3.1	3.2
Wholesale and retail trade	134.6	137.7	139.6	1.0	.5	1.4	3.8	3.3	3.7
Excluding sales	135.6	139.5	141.1	.7	.9	1.1	3.4	3.6	4.1
Wholesale trade ²	137.1	140.7	142.3	.7	-.4	1.1	3.7	3.3	3.8
Excluding sales	137.8	141.9	143.0	1.0	.8	.8	3.8	4.0	3.8
Retail trade	133.3	136.2	138.3	1.1	1.0	1.5	3.7	3.3	3.8
General merchandise stores ²	131.5	133.7	134.3	1.6	.5	.4	4.2	3.3	2.1
Food stores ²	130.5	131.8	132.8	1.2	1.0	.8	4.7	2.2	1.8
Finance, insurance, and real estate ²	134.8	137.2	142.4	1.7	-1.9	3.8	7.6	3.5	5.6
Excluding sales	137.5	141.0	144.8	1.2	1.0	2.7	7.3	3.8	5.3
Banking, savings and loan, and other credit agencies ²	143.2	146.1	154.5	1.6	1.2	5.7	12.9	3.7	7.9
Insurance ²	134.8	137.4	139.8	1.3	-.8	1.7	5.3	3.2	3.7
Excluding sales	135.7	139.1	139.9	.7	.9	.6	2.6	3.3	3.1
Services	138.3	142.2	143.2	.8	1.0	.7	4.0	3.6	3.5
Business services ²	139.2	145.4	146.3	1.2	.9	.6	5.1	5.7	5.1
Health services	136.5	138.7	139.6	.2	.9	.6	2.5	1.8	2.3
Hospitals	134.7	137.6	138.3	.8	.8	.5	2.7	3.0	2.7
Nursing homes	—	—	—	.8	1.4	.9	3.7	3.8	3.9
Educational services	139.6	143.9	144.2	.4	.3	.2	3.6	3.5	3.3
Colleges and universities	139.7	144.1	144.4	.4	.3	.2	3.5	3.6	3.4

See footnotes at end of table.

TABLE A-6. **Employment Cost Index for wages and salaries for private industry workers by industry and occupational group, selected periods, 1998-99** — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Industry—Continued									
Nonmanufacturing industries	134.7	137.9	139.7	1.0	0.4	1.3	4.2	3.4	3.7
White collar	136.8	140.1	142.0	1.0	.2	1.4	4.4	3.4	3.8
Excluding sales	138.1	141.6	143.2	.9	.9	1.1	4.3	3.4	3.7
Blue collar	129.5	132.4	134.0	1.0	1.0	1.2	3.2	3.3	3.5
Service	132.9	136.5	137.7	.7	1.0	.9	4.3	3.4	3.6
Occupational group									
White collar	137.0	140.3	142.1	1.0	.3	1.3	4.3	3.4	3.7
Excluding sales	137.5	141.0	142.5	.9	.9	1.1	4.2	3.4	3.6
Professional specialty and technical	137.1	140.7	141.8	.9	.7	.8	3.5	3.5	3.4
Executive, administrative, and managerial ...	138.7	141.9	144.3	.7	1.0	1.7	5.0	3.0	4.0
Sales ²	135.2	137.3	140.5	1.6	-2.8	2.3	5.4	3.2	3.9
Administrative support, including clerical	136.7	140.4	141.4	1.0	1.1	.7	3.8	3.8	3.4
Blue collar	131.3	134.3	135.6	.8	.8	1.0	3.1	3.1	3.3
Precision production, craft, and repair	131.2	134.3	135.6	1.1	1.0	1.0	3.0	3.5	3.4
Machine operators, assemblers, and inspectors	132.7	135.7	136.7	.8	.6	.7	3.3	3.1	3.0
Transportation and material moving	126.4	129.1	131.0	.4	1.0	1.5	2.8	2.5	3.6
Handlers, equipment cleaners, helpers, and laborers	133.7	137.3	138.3	.4	1.1	.7	3.4	3.1	3.4
Service	133.0	136.7	137.8	.7	1.0	.8	4.2	3.5	3.6
Production and nonsupervisory occupations ⁵	133.6	136.8	138.2	1.0	.3	1.0	3.7	3.4	3.4

¹ Includes mining, construction, and manufacturing.

² Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1997. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

³ Includes transportation, communications, and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and service industries.

⁴ Estimates for transportation and public utilities reflect the changes in SIC coding. See Technical Note for further information.

⁵ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

TABLE A-7. **Employment Cost Index for wages and salaries for private industry workers by bargaining status, region, and area, selected periods, 1998-99**

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Bargaining status									
Union	130.7	133.6	134.7	0.8	0.4	0.8	3.0	3.1	3.1
Blue-collar occupations	128.5	131.2	132.5	1.0	.5	1.0	3.0	3.1	3.1
Goods-producing industries ¹	129.4	132.3	133.8	1.2	.5	1.1	3.2	3.4	3.4
Service-producing industries	132.2	135.4	135.8	.3	.4	.3	2.6	2.7	2.7
Manufacturing	130.4	133.6	134.7	.6	.5	.8	3.1	3.1	3.3
Blue-collar occupations	130.0	133.0	134.1	.8	.5	.8	3.0	3.1	3.2
Nonmanufacturing	130.8	133.7	134.6	.9	.5	.7	2.9	3.2	2.9
Nonunion	135.7	139.0	140.7	.9	.5	1.2	4.1	3.3	3.7
Blue-collar occupations	132.9	136.2	137.5	.7	1.0	1.0	3.1	3.2	3.5
Goods-producing industries ¹	134.7	137.8	138.8	.8	1.0	.7	3.5	3.1	3.0
Service-producing industries	135.9	139.3	141.3	1.0	.4	1.4	4.4	3.5	4.0
Manufacturing	136.2	139.4	140.5	.8	.9	.8	3.4	3.2	3.2
Blue-collar occupations	135.1	138.5	139.2	.5	.9	.5	3.0	3.1	3.0
Nonmanufacturing	135.3	138.6	140.5	1.0	.4	1.4	4.3	3.4	3.8
Region²									
Northeast	133.8	137.1	138.2	.9	.5	.8	3.1	3.4	3.3
South	134.9	137.9	139.4	.7	.9	1.1	4.3	2.9	3.3
Midwest	136.0	138.9	141.0	1.0	.7	1.5	4.3	3.1	3.7
West	134.5	138.2	140.2	1.2	-.1	1.4	4.3	4.0	4.2
Area									
Metropolitan	135.1	138.3	139.9	1.0	.4	1.2	4.0	3.4	3.6
Other	133.4	137.1	138.4	.7	.8	.9	3.6	3.5	3.7

¹ Includes mining, construction, and manufacturing.² The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa,

Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

TABLE A-8. **Employment Cost Index for benefits for civilian, State and local government, and private industry workers by industry, occupational group, and bargaining status, selected periods, 1998-99**

(Not seasonally adjusted data)

Industry, occupational group, and bargaining status	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Civilian workers	143.0	145.3	146.6	0.7	0.4	0.9	2.4	2.3	2.5
State and local government	140.3	143.6	144.0	.4	.6	.3	2.1	2.8	2.6
Private industry	143.7	145.8	147.3	.8	.4	1.0	2.6	2.2	2.5
Industry									
Goods producing ¹	142.5	144.3	145.2	.7	.8	.7	1.1	2.0	1.9
Service producing ²	143.8	146.1	147.9	.8	.3	1.2	3.3	2.4	2.9
Manufacturing	142.4	143.6	144.5	.5	.6	.6	1.0	1.3	1.5
Aircraft manufacturing (SIC 3721)	143.1	142.6	144.3	1.0	-1.9	1.2	-3.8	.6	.8
White collar ³	145.0	141.3	142.7	1.5	-1.8	1.0	-1.6	-1.1	-1.6
Blue collar	139.5	144.2	146.3	.4	-1.6	1.5	-7.2	3.7	4.9
Nonmanufacturing	143.9	146.3	148.0	.8	.3	1.2	3.2	2.5	2.8
Occupational group									
White collar	145.6	147.9	149.4	.6	.3	1.0	2.9	2.2	2.6
Blue collar	140.4	142.2	143.6	.9	.4	1.0	1.7	2.2	2.3
Service ³	143.7	146.3	147.6	.3	1.0	.9	2.9	2.1	2.7
Bargaining status									
Union	143.8	145.8	146.9	1.2	.2	.8	2.1	2.6	2.2
Nonunion	143.4	145.6	147.1	.6	.5	1.0	2.6	2.2	2.6

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communications, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years

ending December 1997. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

TABLE A-9. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, civilian workers by major occupational group, March 1999

Compensation component	Civilian workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$20.29	100.0	\$24.50	100.0	\$18.20	100.0	\$11.46	100.0
Wages and salaries	14.72	72.5	18.02	73.6	12.61	69.3	8.45	73.7
Total benefits	5.58	27.5	6.47	26.4	5.58	30.7	3.00	26.2
Paid leave	1.34	6.6	1.74	7.1	1.04	5.7	.64	5.6
Vacation .....	.62	3.1	.78	3.2	.53	2.9	.29	2.5
Holiday .....	.46	2.3	.59	2.4	.37	2.0	.21	1.8
Sick .....	.20	1.0	.29	1.2	.10	.5	.11	1.0
Other .....	.07	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.51	2.5	.52	2.1	.67	3.7	.21	1.8
Premium ¹ .....	.21	1.0	.11	.4	.46	2.5	.11	1.0
Shift differentials .....	.05	.2	.04	.2	.07	.4	.04	.3
Nonproduction bonuses .....	.25	1.2	.37	1.5	.14	.8	.06	.5
Insurance	1.29	6.4	1.48	6.0	1.34	7.4	.66	5.8
Life .....	.05	.2	.06	.2	.05	.3	.02	.2
Health	1.18	5.8	1.35	5.5	1.24	6.8	.62	5.4
Short-term disability ² .....	.03	.1	.04	.2	.04	.2	.02	.2
Long-term disability .....	.03	.1	.04	.2	.02	.1	(³)	(⁴)
Retirement and savings .....	.76	3.7	.93	3.8	.68	3.7	.40	3.5
Defined benefit .....	.46	2.3	.52	2.1	.44	2.4	.32	2.8
Defined contribution .....	.30	1.5	.41	1.7	.24	1.3	.07	.6
Legally required benefits	1.65	8.1	1.76	7.2	1.82	10.0	1.09	9.5
Social Security ⁵	1.18	5.8	1.41	5.8	1.07	5.9	.70	6.1
OASDI .....	.94	4.6	1.12	4.6	.86	4.7	.56	4.9
Medicare .....	.24	1.2	.29	1.2	.20	1.1	.14	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.09	.4	.09	.4	.12	.7	.08	.7
Workers' compensation .....	.35	1.7	.24	1.0	.61	3.4	.28	2.4
Other benefits ⁶ .....	.03	.1	.04	.2	.03	.2	(³)	(⁴)

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and State-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ Less than .05 percent.

⁵ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁶ Includes severance pay and supplemental unemployment benefits.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-10. **Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, civilian workers by occupational and industry group, March 1999**

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
Civilian workers	\$20.29	\$14.72	\$5.58	\$1.34	\$0.51	\$1.29	\$0.76	\$1.65	\$0.03
Occupational group									
White-collar occupations	24.50	18.02	6.47	1.74	.52	1.48	.93	1.76	.04
Professional specialty and technical	32.42	24.04	8.38	2.27	.50	1.89	1.45	2.21	.06
Professional specialty	34.31	25.58	8.73	2.36	.48	2.00	1.57	2.27	.06
Nurses	29.37	21.53	7.85	2.34	.94	1.49	.77	2.30	(²)
Teachers	36.88	28.13	8.75	1.88	.07	2.33	2.31	2.11	.06
Technical	25.72	18.59	7.14	1.95	.58	1.52	1.02	2.01	.06
Executive, administrative, and managerial	35.18	25.31	9.87	3.05	1.14	1.86	1.36	2.41	.05
Administrative support, including clerical	16.63	11.90	4.73	1.21	.31	1.37	.58	1.25	.02
Blue-collar occupations	18.20	12.61	5.58	1.04	.67	1.34	.68	1.82	.03
Service occupations	11.46	8.45	3.00	.64	.21	.66	.40	1.09	(²)
Industry group									
Services	21.23	15.87	5.37	1.40	.33	1.26	.78	1.58	.02
Health services	19.44	14.30	5.14	1.47	.44	1.13	.54	1.55	(²)
Hospitals	22.90	16.15	6.75	2.04	.65	1.63	.70	1.72	(²)
Educational services	30.13	22.34	7.79	1.88	.09	2.19	1.83	1.75	.05
Elementary and secondary education	29.52	21.88	7.63	1.66	.07	2.37	1.84	1.63	.06
Higher education	32.39	23.99	8.40	2.38	.14	1.94	1.92	2.02	(²)
	Percent of total compensation								
Civilian workers	100.0	72.5	27.5	6.6	2.5	6.4	3.7	8.1	0.1
Occupational group									
White-collar occupations	100.0	73.6	26.4	7.1	2.1	6.0	3.8	7.2	.2
Professional specialty and technical	100.0	74.2	25.8	7.0	1.5	5.8	4.5	6.8	.2
Professional specialty	100.0	74.6	25.4	6.9	1.4	5.8	4.6	6.6	.2
Nurses	100.0	73.3	26.7	8.0	3.2	5.1	2.6	7.8	(³)
Teachers	100.0	76.3	23.7	5.1	.2	6.3	6.3	5.7	.2
Technical	100.0	72.3	27.8	7.6	2.3	5.9	4.0	7.8	.2
Executive, administrative, and managerial	100.0	71.9	28.1	8.7	3.2	5.3	3.9	6.9	.1
Administrative support, including clerical	100.0	71.6	28.4	7.3	1.9	8.2	3.5	7.5	.1
Blue-collar occupations	100.0	69.3	30.7	5.7	3.7	7.4	3.7	10.0	.2
Service occupations	100.0	73.7	26.2	5.6	1.8	5.8	3.5	9.5	(³)
Industry group									
Services	100.0	74.8	25.3	6.6	1.6	5.9	3.7	7.4	.1
Health services	100.0	73.6	26.4	7.6	2.3	5.8	2.8	8.0	(³)
Hospitals	100.0	70.5	29.5	8.9	2.8	7.1	3.1	7.5	(³)
Educational services	100.0	74.1	25.9	6.2	.3	7.3	6.1	5.8	.2
Elementary and secondary education	100.0	74.1	25.8	5.6	.2	8.0	6.2	5.5	.2
Higher education	100.0	74.1	25.9	7.3	.4	6.0	5.9	6.2	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-11. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, state and local government by selected characteristics,¹ March 1999

Compensation component	All workers		Occupations				Service industries	
	Cost	Percent	White collar		Service		Cost	Percent
			Cost	Percent	Cost	Percent		
Total compensation	\$28.00	100.0	\$30.99	100.0	\$21.23	100.0	\$29.45	100.0
Wages and salaries	19.78	70.6	22.44	72.4	13.74	64.7	21.50	73.0
Total benefits	8.22	29.4	8.55	27.6	7.49	35.3	7.95	27.0
Paid leave	2.17	7.8	2.24	7.2	1.98	9.3	1.96	6.7
Vacation .....	.74	2.6	.69	2.2	.84	4.0	.53	1.8
Holiday .....	.71	2.5	.74	2.4	.63	3.0	.66	2.2
Sick .....	.55	2.0	.62	2.0	.37	1.7	.59	2.0
Other .....	.17	.6	.19	.6	.13	.6	.18	.6
Supplemental pay .....	.24	.9	.14	.5	.51	2.4	.15	.5
Premium ² .....	.11	.4	.04	.1	.25	1.2	.05	.2
Shift differentials .....	.06	.2	.04	.1	.13	.6	.05	.2
Nonproduction bonuses .....	.07	.2	.06	.2	.13	.6	.05	.2
Insurance	2.22	7.9	2.35	7.6	1.84	8.7	2.27	7.7
Life .....	.05	.2	.06	.2	.04	.2	.05	.2
Health	2.12	7.6	2.25	7.3	1.76	8.3	2.17	7.4
Short-term disability ³ .....	.02	.1	.02	.1	.03	.1	.02	.1
Long-term disability .....	.03	.1	.03	.1	.02	.1	.03	.1
Retirement and savings	1.91	6.8	2.02	6.5	1.80	8.5	1.86	6.3
Defined benefit	1.73	6.2	1.82	5.9	1.72	8.1	1.69	5.7
Defined contribution .....	.18	.6	.20	.6	.08	.4	.17	.6
Legally required benefits	1.64	5.9	1.76	5.7	1.33	6.3	1.66	5.6
Social Security ⁴	1.31	4.7	1.48	4.8	.86	4.1	1.42	4.8
OASDI	1.01	3.6	1.15	3.7	.66	3.1	1.10	3.7
Medicare .....	.29	1.0	.33	1.1	.20	.9	.31	1.1
Federal unemployment insurance	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)
State unemployment insurance .....	.03	.1	.03	.1	.04	.2	.03	.1
Workers' compensation .....	.30	1.1	.24	.8	.43	2.0	.21	.7
Other benefits ⁷ .....	.04	.1	.05	.2	.04	.2	.05	.2

¹ This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

² Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

³ Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and State-mandated

plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Cost per hour worked is \$0.01 or less.

⁶ Less than .05 percent.

⁷ Includes severance pay and supplemental unemployment benefits.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-12. **Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, state and local government by occupational and industry group, March 1999**

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
State and local government workers	\$28.00	\$19.78	\$8.22	\$2.17	\$0.24	\$2.22	\$1.91	\$1.64	\$0.04
Occupational group									
White-collar occupations	30.99	22.44	8.55	2.24	.14	2.35	2.02	1.76	.05
Professional specialty and technical	36.67	27.30	9.36	2.21	.15	2.51	2.41	2.02	.07
Professional specialty	38.03	28.45	9.58	2.22	.13	2.58	2.51	2.07	.07
Teachers	40.83	30.94	9.89	2.08	.06	2.73	2.80	2.14	.08
Technical	22.88	15.70	7.17	2.14	.35	1.76	1.36	1.54	.03
Executive, administrative, and managerial	35.08	24.58	10.51	3.52	.17	2.42	2.37	2.02	(²)
Administrative support, including clerical	17.88	11.91	5.97	1.63	.10	2.02	1.09	1.11	.02
Blue-collar occupations	21.94	14.47	7.47	2.09	.34	2.09	1.41	1.53	.02
Service occupations	21.23	13.74	7.49	1.98	.51	1.84	1.80	1.33	.04
Industry group									
Services	29.45	21.50	7.95	1.96	.15	2.27	1.86	1.66	.05
Health services	22.95	15.52	7.43	2.35	.58	1.72	1.15	1.60	.03
Hospitals	23.48	15.89	7.59	2.41	.58	1.75	1.19	1.63	.03
Educational services	30.67	22.64	8.03	1.89	.09	2.34	1.98	1.68	.05
Elementary and secondary education	30.25	22.38	7.87	1.71	.06	2.46	1.96	1.61	.07
Higher education	32.35	23.80	8.55	2.41	.16	2.01	2.08	1.89	(²)
Public administration	25.39	16.78	8.61	2.53	.37	2.10	2.03	1.55	.03
	Percent of total compensation								
State and local government workers	100.0	70.6	29.4	7.8	0.9	7.9	6.8	5.9	0.1
Occupational group									
White-collar occupations	100.0	72.4	27.6	7.2	.5	7.6	6.5	5.7	.2
Professional specialty and technical	100.0	74.4	25.5	6.0	.4	6.8	6.6	5.5	.2
Professional specialty	100.0	74.8	25.2	5.8	.3	6.8	6.6	5.4	.2
Teachers	100.0	75.8	24.2	5.1	.1	6.7	6.9	5.2	.2
Technical	100.0	68.6	31.3	9.4	1.5	7.7	5.9	6.7	.1
Executive, administrative, and managerial	100.0	70.1	30.0	10.0	.5	6.9	6.8	5.8	(³)
Administrative support, including clerical	100.0	66.6	33.4	9.1	.6	11.3	6.1	6.2	.1
Blue-collar occupations	100.0	66.0	34.0	9.5	1.5	9.5	6.4	7.0	.1
Service occupations	100.0	64.7	35.3	9.3	2.4	8.7	8.5	6.3	.2
Industry group									
Services	100.0	73.0	27.0	6.7	.5	7.7	6.3	5.6	.2
Health services	100.0	67.6	32.4	10.2	2.5	7.5	5.0	7.0	.1
Hospitals	100.0	67.7	32.3	10.3	2.5	7.5	5.1	6.9	.1
Educational services	100.0	73.8	26.2	6.2	.3	7.6	6.5	5.5	.2
Elementary and secondary education	100.0	74.0	26.0	5.7	.2	8.1	6.5	5.3	.2
Higher education	100.0	73.6	26.4	7.4	.5	6.2	6.4	5.8	(³)
Public administration	100.0	66.1	33.9	10.0	1.5	8.3	8.0	6.1	.1

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-13. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by major industry group, March 1999

Compensation component	All workers		Goods producing ¹		Service producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$19.00	100.0	\$22.86	100.0	\$17.82	100.0	\$22.77	100.0	\$18.20	100.0
Wages and salaries	13.87	73.0	15.84	69.3	13.26	74.4	15.66	68.8	13.49	74.1
Total benefits	5.13	27.0	7.02	30.7	4.55	25.5	7.11	31.2	4.71	25.9
Paid leave	1.20	6.3	1.50	6.6	1.11	6.2	1.73	7.6	1.09	6.0
Vacation .....	.59	3.1	.78	3.4	.54	3.0	.89	3.9	.53	2.9
Holiday .....	.41	2.2	.55	2.4	.37	2.1	.64	2.8	.37	2.0
Sick .....	.14	.7	.11	.5	.15	.8	.13	.6	.14	.8
Other .....	.05	.3	.06	.3	.05	.3	.07	.3	.04	.2
Supplemental pay .....	.55	2.9	.85	3.7	.46	2.6	.89	3.9	.48	2.6
Premium ³ .....	.23	1.2	.49	2.1	.14	.8	.50	2.2	.17	.9
Shift differentials .....	.05	.3	.07	.3	.04	.2	.10	.4	.04	.2
Nonproduction bonuses .....	.28	1.5	.28	1.2	.28	1.6	.29	1.3	.28	1.5
Insurance	1.13	5.9	1.66	7.3	.97	5.4	1.74	7.6	1.01	5.5
Life .....	.04	.2	.06	.3	.04	.2	.06	.3	.04	.2
Health	1.03	5.4	1.52	6.6	.88	4.9	1.58	6.9	.91	5.0
Short-term disability ⁴ .....	.04	.2	.06	.3	.03	.2	.07	.3	.03	.2
Long-term disability .....	.02	.1	.02	.1	.02	.1	.03	.1	.02	.1
Retirement and savings .....	.57	3.0	.84	3.7	.49	2.7	.75	3.3	.53	2.9
Defined benefit .....	.25	1.3	.45	2.0	.19	1.1	.38	1.7	.22	1.2
Defined contribution .....	.32	1.7	.39	1.7	.30	1.7	.38	1.7	.31	1.7
Legally required benefits	1.65	8.7	2.11	9.2	1.51	8.5	1.93	8.5	1.59	8.7
Social Security ⁵	1.16	6.1	1.34	5.9	1.10	6.2	1.34	5.9	1.12	6.2
OASDI .....	.93	4.9	1.08	4.7	.89	5.0	1.08	4.7	.90	4.9
Medicare .....	.23	1.2	.26	1.1	.22	1.2	.26	1.1	.22	1.2
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.10	.5	.13	.6	.09	.5	.11	.5	.10	.5
Workers' compensation .....	.36	1.9	.61	2.7	.28	1.6	.44	1.9	.34	1.9
Other benefits ⁶ .....	.03	.2	.06	.3	.02	.1	.08	.4	.02	.1

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

⁴ Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and State-mandated plans that provide

benefits for each disability, including unfunded plans.

⁵ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁶ Includes severance pay and supplemental unemployment benefits.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-14. **Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by major occupational group, March 1999**

Compensation component	All workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$19.00	100.0	\$23.02	100.0	\$17.98	100.0	\$9.58	100.0
Wages and salaries	13.87	73.0	17.02	73.9	12.51	69.6	7.44	77.7
Total benefits	5.13	27.0	6.00	26.1	5.48	30.5	2.14	22.3
Paid leave	1.20	6.3	1.63	7.1	.98	5.5	.38	4.0
Vacation .....	.59	3.1	.79	3.4	.51	2.8	.18	1.9
Holiday .....	.41	2.2	.55	2.4	.35	1.9	.13	1.4
Sick .....	.14	.7	.21	.9	.08	.4	.06	.6
Other .....	.05	.3	.07	.3	.04	.2	.02	.2
Supplemental pay .....	.55	2.9	.61	2.6	.69	3.8	.16	1.7
Premium ¹ .....	.23	1.2	.13	.6	.47	2.6	.08	.8
Shift differentials .....	.05	.3	.04	.2	.07	.4	.03	.3
Nonproduction bonuses .....	.28	1.5	.44	1.9	.15	.8	.05	.5
Insurance	1.13	5.9	1.28	5.6	1.30	7.2	.43	4.5
Life .....	.04	.2	.06	.3	.05	.3	(.2)	(.3)
Health	1.03	5.4	1.15	5.0	1.20	6.7	.40	4.2
Short-term disability ⁴ .....	.04	.2	.04	.2	.04	.2	(.2)	(.3)
Long-term disability .....	.02	.1	.04	.2	.02	.1	(.2)	(.3)
Retirement and savings .....	.57	3.0	.69	3.0	.64	3.6	.13	1.4
Defined benefit .....	.25	1.3	.23	1.0	.40	2.2	.06	.6
Defined contribution .....	.32	1.7	.46	2.0	.24	1.3	.07	.7
Legally required benefits	1.65	8.7	1.76	7.6	1.84	10.2	1.04	10.9
Social Security ⁵	1.16	6.1	1.39	6.0	1.07	6.0	.67	7.0
OASDI .....	.93	4.9	1.11	4.8	.87	4.8	.55	5.7
Medicare .....	.23	1.2	.28	1.2	.20	1.1	.13	1.4
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.04	.4
State unemployment insurance .....	.10	.5	.10	.4	.12	.7	.09	.9
Workers' compensation .....	.36	1.9	.24	1.0	.62	3.4	.25	2.6
Other benefits ⁶ .....	.03	.2	.03	.1	.03	.2	(.2)	(.3)

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and State-mandated plans that provide benefits for each disability, including unfunded plans.

⁵ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁶ Includes severance pay and supplemental unemployment benefits.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-15. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by region and bargaining status, March 1999

Compensation component	Region ¹								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$20.94	100.0	\$16.97	100.0	\$18.36	100.0	\$20.74	100.0	\$24.75	100.0	\$18.20	100.0
Wages and salaries	15.08	72.0	12.55	74.0	13.21	71.9	15.36	74.1	16.21	65.5	13.54	74.4
Total benefits	5.86	28.0	4.42	26.0	5.15	28.1	5.38	25.9	8.53	34.5	4.66	25.6
Paid leave	1.44	6.9	1.01	6.0	1.14	6.2	1.29	6.2	1.66	6.7	1.13	6.2
Vacation .....	.69	3.3	.51	3.0	.58	3.2	.63	3.0	.90	3.6	.55	3.0
Holiday .....	.50	2.4	.34	2.0	.40	2.2	.45	2.2	.53	2.1	.40	2.2
Sick .....	.19	.9	.12	.7	.11	.6	.16	.8	.16	.6	.14	.8
Other .....	.06	.3	.04	.2	.05	.3	.05	.2	.07	.3	.05	.3
Supplemental pay .....	.63	3.0	.43	2.5	.62	3.4	.56	2.7	.94	3.8	.50	2.7
Premium ² .....	.21	1.0	.21	1.2	.28	1.5	.20	1.0	.62	2.5	.17	.9
Shift differentials .....	.05	.2	.03	.2	.06	.3	.04	.2	.14	.6	.03	.2
Nonproduction bonuses .....	.38	1.8	.18	1.1	.28	1.5	.32	1.5	.17	.7	.30	1.6
Insurance	1.33	6.4	.98	5.8	1.18	6.4	1.09	5.3	2.21	8.9	.98	5.4
Life .....	.05	.2	.04	.2	.05	.3	.04	.2	.08	.3	.04	.2
Health	1.19	5.7	.89	5.2	1.07	5.8	1.00	4.8	2.02	8.2	.89	4.9
Short-term disability ³ .....	.05	.2	.03	.2	.04	.2	.02	.1	.08	.3	.03	.2
Long-term disability .....	.03	.1	.03	.2	.02	.1	.03	.1	.03	.1	.02	.1
Retirement and savings .....	.63	3.0	.48	2.8	.62	3.4	.58	2.8	1.37	5.5	.46	2.5
Defined benefit .....	.26	1.2	.20	1.2	.29	1.6	.25	1.2	1.05	4.2	.14	.8
Defined contribution .....	.37	1.8	.29	1.7	.33	1.8	.33	1.6	.32	1.3	.32	1.8
Legally required benefits	1.81	8.6	1.49	8.8	1.56	8.5	1.84	8.9	2.26	9.1	1.57	8.6
Social Security ⁴	1.25	6.0	1.06	6.2	1.12	6.1	1.26	6.1	1.40	5.7	1.12	6.2
OASDI	1.00	4.8	.85	5.0	.90	4.9	1.01	4.9	1.13	4.6	.90	4.9
Medicare .....	.25	1.2	.20	1.2	.22	1.2	.25	1.2	.27	1.1	.22	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.2	.03	.1	.03	.1	.03	.2
State unemployment insurance .....	.16	.8	.06	.4	.09	.5	.12	.6	.14	.6	.10	.5
Workers' compensation .....	.37	1.8	.34	2.0	.32	1.7	.42	2.0	.69	2.8	.31	1.7
Other benefits ⁵ .....	.03	.1	.02	.1	.04	.2	.02	.1	.09	.4	.02	.1

¹ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

² Includes premium pay for work in addition to the regular work schedule (such as

overtime, weekends, and holidays).

³ Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and State-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-16. **Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by establishment employment size, March 1999**

Compensation component	All workers		1-99 workers		100 workers or more		100-499 workers		500 workers or more	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$19.00	100.0	\$16.27	100.0	\$21.88	100.0	\$18.14	100.0	\$26.37	100.0
Wages and salaries	13.87	73.0	12.29	75.5	15.54	71.0	13.17	72.6	18.37	69.7
Total benefits	5.13	27.0	3.98	24.5	6.35	29.0	4.97	27.4	8.00	30.3
Paid leave	1.20	6.3	.83	5.1	1.58	7.2	1.11	6.1	2.15	8.2
Vacation .....	.59	3.1	.40	2.5	.80	3.7	.55	3.0	1.09	4.1
Holiday .....	.41	2.2	.30	1.8	.53	2.4	.38	2.1	.71	2.7
Sick .....	.14	.7	.10	.6	.19	.9	.14	.8	.25	.9
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.10	.4
Supplemental pay .....	.55	2.9	.40	2.5	.71	3.2	.58	3.2	.87	3.3
Premium ¹ .....	.23	1.2	.16	1.0	.30	1.4	.25	1.4	.35	1.3
Shift differentials .....	.05	.3	(²)	(³)	.09	.4	.05	.3	.13	.5
Nonproduction bonuses .....	.28	1.5	.23	1.4	.33	1.5	.28	1.5	.39	1.5
Insurance	1.13	5.9	.84	5.2	1.44	6.6	1.12	6.2	1.83	6.9
Life .....	.04	.2	.03	.2	.06	.3	.04	.2	.07	.3
Health	1.03	5.4	.77	4.7	1.30	5.9	1.01	5.6	1.64	6.2
Short-term disability ⁴ .....	.04	.2	.02	.1	.05	.2	.04	.2	.07	.3
Long-term disability .....	.02	.1	.02	.1	.03	.1	.02	.1	.05	.2
Retirement and savings .....	.57	3.0	.39	2.4	.76	3.5	.53	2.9	1.05	4.0
Defined benefit .....	.25	1.3	.14	.9	.36	1.6	.21	1.2	.55	2.1
Defined contribution .....	.32	1.7	.25	1.5	.40	1.8	.32	1.8	.50	1.9
Legally required benefits	1.65	8.7	1.51	9.3	1.80	8.2	1.62	8.9	2.01	7.6
Social Security ⁵	1.16	6.1	1.02	6.3	1.30	5.9	1.10	6.1	1.54	5.8
OASDI .....	.93	4.9	.83	5.1	1.04	4.8	.89	4.9	1.23	4.7
Medicare .....	.23	1.2	.20	1.2	.26	1.2	.22	1.2	.31	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.1	.03	.2	.03	.1
State unemployment insurance .....	.10	.5	.10	.6	.10	.5	.11	.6	.10	.4
Workers' compensation .....	.36	1.9	.35	2.2	.36	1.6	.38	2.1	.34	1.3
Other benefits ⁶ .....	.03	.2	(²)	(³)	.05	.2	.02	.1	.09	.3

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and State-mandated plans that provide

benefits for each disability, including unfunded plans.

⁵ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁶ Includes severance pay and supplemental unemployment benefits.
NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-17. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by major occupational and industry group, and full-time and part-time status, March 1999

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All full-time workers in private industry	\$21.55	\$15.48	\$6.07	\$1.46	\$0.67	\$1.39	\$0.69	\$1.82	\$0.03
White-collar occupations	25.42	18.57	6.85	1.90	.71	1.51	.81	1.88	.04
Sales	20.97	16.22	4.75	1.01	.63	.95	.50	1.63	.02
Administrative support, including clerical	17.25	12.33	4.92	1.26	.38	1.41	.53	1.31	.03
Blue-collar occupations	19.00	13.12	5.88	1.07	.74	1.42	.69	1.92	.04
Service occupations	11.77	8.70	3.07	.64	.25	.76	.20	1.21	(²)
Goods-producing industries ³	23.20	16.04	7.16	1.54	.86	1.70	.86	2.13	.07
Construction	22.96	16.32	6.63	.73	.68	1.41	1.12	2.69	(²)
Manufacturing	23.11	15.85	7.26	1.77	.91	1.78	.77	1.95	.08
Service-producing industries ⁴	20.87	15.25	5.61	1.43	.59	1.26	.62	1.69	.02
Transportation and public utilities	26.64	18.34	8.30	2.02	.79	1.97	1.21	2.24	.07
Wholesale trade	21.91	15.75	6.16	1.38	.73	1.50	.73	1.81	.02
Retail trade	13.78	10.66	3.12	.67	.27	.63	.20	1.34	(²)
Finance, insurance, and real estate	26.52	18.69	7.83	1.95	1.35	1.72	1.00	1.77	.05
Services	20.90	15.51	5.39	1.51	.45	1.20	.56	1.67	(²)
All part-time workers in private industry	10.20	8.29	1.91	.28	.15	.25	.15	1.08	(²)
White-collar occupations	12.89	10.49	2.40	.46	.20	.33	.19	1.21	(²)
Sales	8.42	6.94	1.48	.18	.12	.19	.11	.87	(²)
Administrative support, including clerical	11.71	9.48	2.22	.43	.17	.35	.18	1.08	(²)
Blue-collar occupations	10.02	7.70	2.32	.22	.23	.38	.29	1.20	(²)
Service occupations	7.46	6.22	1.24	.13	.07	.11	.05	.88	(²)
Goods-producing industries ³	11.78	9.39	2.39	.23	.24	.30	.11	1.51	(²)
Service-producing industries ⁴	10.15	8.26	1.89	.29	.15	.24	.15	1.06	(²)
Retail trade	7.46	6.13	1.33	.13	.09	.16	.09	.86	(²)
Service industries	12.62	10.33	2.29	.42	.19	.28	.17	1.23	(²)
	Percent of total compensation								
All full-time workers in private industry	100.0	71.8	28.2	6.8	3.1	6.5	3.2	8.4	0.1
White-collar occupations	100.0	73.1	26.9	7.5	2.8	5.9	3.2	7.4	.2
Sales	100.0	77.3	22.7	4.8	3.0	4.5	2.4	7.8	.1
Administrative support, including clerical	100.0	71.5	28.5	7.3	2.2	8.2	3.1	7.6	.2
Blue-collar occupations	100.0	69.1	30.9	5.6	3.9	7.5	3.6	10.1	.2
Service occupations	100.0	73.9	26.1	5.4	2.1	6.5	1.7	10.3	(⁵)
Goods-producing industries ³	100.0	69.1	30.9	6.6	3.7	7.3	3.7	9.2	.3
Construction	100.0	71.1	28.9	3.2	3.0	6.1	4.9	11.7	(⁵)
Manufacturing	100.0	68.6	31.4	7.7	3.9	7.7	3.3	8.4	.3
Service-producing industries ⁴	100.0	73.1	26.9	6.9	2.8	6.0	3.0	8.1	.1
Transportation and public utilities	100.0	68.8	31.2	7.6	3.0	7.4	4.5	8.4	.3
Wholesale trade	100.0	71.9	28.1	6.3	3.3	6.8	3.3	8.3	.1
Retail trade	100.0	77.4	22.6	4.9	2.0	4.6	1.5	9.7	(⁵)
Finance, insurance, and real estate	100.0	70.5	29.5	7.4	5.1	6.5	3.8	6.7	.2
Services	100.0	74.2	25.8	7.2	2.2	5.7	2.7	8.0	(⁵)
All part-time workers in private industry	100.0	81.3	18.7	2.7	1.5	2.5	1.5	10.6	(⁵)
White-collar occupations	100.0	81.4	18.6	3.6	1.6	2.6	1.5	9.4	(⁵)
Sales	100.0	82.4	17.6	2.1	1.4	2.3	1.3	10.3	(⁵)
Administrative support, including clerical	100.0	81.0	19.0	3.7	1.5	3.0	1.5	9.2	(⁵)
Blue-collar occupations	100.0	76.8	23.2	2.2	2.3	3.8	2.9	12.0	(⁵)
Service occupations	100.0	83.4	16.6	1.7	.9	1.5	.7	11.8	(⁵)
Goods-producing industries ³	100.0	79.7	20.3	2.0	2.0	2.5	.9	12.8	(⁵)
Service-producing industries ⁴	100.0	81.4	18.6	2.9	1.5	2.4	1.5	10.4	(⁵)
Retail trade	100.0	82.2	17.8	1.7	1.2	2.1	1.2	11.5	(⁵)
Service industries	100.0	81.9	18.1	3.3	1.5	2.2	1.3	9.7	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Includes mining, construction, and manufacturing.⁴ Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

⁵ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-18. **Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by occupational and industry group, March 1999**

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All workers in private industry	\$19.00	\$13.87	\$5.13	\$1.20	\$0.55	\$1.13	\$0.57	\$1.65	\$0.03
Occupational group									
White-collar occupations	23.02	17.02	6.00	1.63	.61	1.28	.69	1.76	.03
Professional specialty and technical	30.38	22.47	7.91	2.30	.67	1.60	.99	2.31	.05
Professional specialty	32.05	23.83	8.22	2.44	.69	1.64	.99	2.40	.05
Technical	26.16	19.02	7.13	1.92	.62	1.48	.97	2.08	.07
Executive, administrative, and managerial	35.20	25.47	9.73	2.95	1.35	1.74	1.14	2.49	.06
Sales	16.13	12.64	3.49	.69	.44	.66	.35	1.34	(²)
Administrative support, including clerical	16.39	11.89	4.50	1.13	.35	1.25	.48	1.27	.02
Blue-collar occupations	17.98	12.51	5.48	.98	.69	1.30	.64	1.84	.03
Precision production, craft, and repair	24.12	16.78	7.34	1.40	.86	1.66	.96	2.40	.05
Machine operators, assemblers, and inspectors	16.90	11.41	5.49	1.04	.82	1.46	.50	1.61	.05
Transportation and material moving	17.64	12.37	5.28	.85	.61	1.23	.63	1.94	(²)
Handlers, equipment cleaners, helpers, and laborers	12.67	9.06	3.61	.53	.42	.82	.43	1.40	(²)
Service occupations	9.58	7.44	2.14	.38	.16	.43	.13	1.04	(²)
Industry group									
Goods-producing industries ³	22.86	15.84	7.02	1.50	.85	1.66	.84	2.11	.06
Construction	22.64	16.13	6.51	.72	.67	1.37	1.08	2.66	(²)
Manufacturing	22.77	15.66	7.11	1.73	.89	1.74	.75	1.93	.08
Durables	24.66	16.75	7.91	1.91	1.05	1.93	.80	2.10	.12
Nondurables	19.98	14.04	5.94	1.46	.65	1.45	.69	1.67	.02
Service-producing industries ⁴	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
Transportation and public utilities	24.65	17.05	7.60	1.79	.73	1.77	1.12	2.13	.06
Wholesale trade	21.17	15.30	5.87	1.30	.69	1.41	.69	1.77	.02
Retail trade	10.64	8.41	2.23	.40	.18	.40	.15	1.10	(²)
Finance, insurance, and real estate	25.11	17.81	7.30	1.80	1.24	1.59	.92	1.71	.04
Services	18.76	14.17	4.59	1.22	.38	.96	.45	1.55	(²)
	Percent of total compensation								
All workers in private industry	100.0	73.0	27.0	6.3	2.9	5.9	3.0	8.7	0.2
Occupational group									
White-collar occupations	100.0	73.9	26.1	7.1	2.6	5.6	3.0	7.6	.1
Professional specialty and technical	100.0	74.0	26.0	7.6	2.2	5.3	3.3	7.6	.2
Professional specialty	100.0	74.4	25.6	7.6	2.2	5.1	3.1	7.5	.2
Technical	100.0	72.7	27.3	7.3	2.4	5.7	3.7	8.0	.3
Executive, administrative, and managerial	100.0	72.4	27.6	8.4	3.8	4.9	3.2	7.1	.2
Sales	100.0	78.4	21.6	4.3	2.7	4.1	2.2	8.3	(⁵)
Administrative support, including clerical	100.0	72.5	27.5	6.9	2.1	7.6	2.9	7.7	.1
Blue-collar occupations	100.0	69.6	30.5	5.5	3.8	7.2	3.6	10.2	.2
Precision production, craft, and repair	100.0	69.6	30.4	5.8	3.6	6.9	4.0	10.0	.2
Machine operators, assemblers, and inspectors	100.0	67.5	32.5	6.2	4.9	8.6	3.0	9.5	.3
Transportation and material moving	100.0	70.1	29.9	4.8	3.5	7.0	3.6	11.0	(⁵)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.5	28.5	4.2	3.3	6.5	3.4	11.0	(⁵)
Service occupations	100.0	77.7	22.3	4.0	1.7	4.5	1.4	10.9	(⁵)
Industry group									
Goods-producing industries ³	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	.3
Construction	100.0	71.2	28.8	3.2	3.0	6.1	4.8	11.7	(⁵)
Manufacturing	100.0	68.8	31.2	7.6	3.9	7.6	3.3	8.5	.4
Durables	100.0	67.9	32.1	7.7	4.3	7.8	3.2	8.5	.5
Nondurables	100.0	70.3	29.7	7.3	3.3	7.3	3.5	8.4	.1
Service-producing industries ⁴	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
Transportation and public utilities	100.0	69.2	30.8	7.3	3.0	7.2	4.5	8.6	.2
Wholesale trade	100.0	72.3	27.7	6.1	3.3	6.7	3.3	8.4	.1
Retail trade	100.0	79.0	21.0	3.8	1.7	3.8	1.4	10.3	(⁵)
Finance, insurance, and real estate	100.0	70.9	29.1	7.2	4.9	6.3	3.7	6.8	.2
Services	100.0	75.5	24.5	6.5	2.0	5.1	2.4	8.3	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

⁵ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-19. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry goods-producing and service-producing workers by occupational group, March 1999

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All workers, goods-producing industries ²	\$22.86	\$15.84	\$7.02	\$1.50	\$0.85	\$1.66	\$0.84	\$2.11	\$0.06
White-collar occupations	30.77	22.09	8.68	2.58	.79	1.91	1.01	2.29	.09
Professional specialty and technical	36.89	26.55	10.34	3.34	.72	2.24	1.24	2.66	.13
Professional specialty	39.88	28.91	10.97	3.69	.67	2.32	1.33	2.82	.14
Technical	28.17	19.66	8.51	2.33	.88	2.01	.99	2.21	.09
Executive, administrative, and managerial	42.12	30.04	12.08	3.66	1.41	2.20	1.59	3.11	.12
Administrative support, including clerical	17.17	12.27	4.90	1.18	.45	1.47	.41	1.36	.05
Blue-collar occupations	19.93	13.52	6.41	1.09	.87	1.57	.78	2.05	.05
Precision production, craft, and repair	25.12	17.18	7.95	1.33	.95	1.83	1.14	2.64	.07
Machine operators, assemblers, and inspectors	17.91	11.92	5.99	1.14	.92	1.61	.57	1.69	.06
Transportation and material moving	19.11	12.88	6.23	.93	1.02	1.45	.73	2.09	(³)
Handlers, equipment cleaners, helpers, and laborers	14.25	9.97	4.28	.55	.53	.99	.53	1.66	(³)
Service occupations	16.77	11.05	5.72	1.08	.82	1.56	.50	1.71	.06
All workers, service-producing industries ⁴	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
White-collar occupations	21.89	16.28	5.61	1.49	.59	1.19	.64	1.68	.02
Professional specialty and technical	28.93	21.56	7.37	2.06	.66	1.45	.93	2.23	.03
Professional specialty	30.22	22.65	7.57	2.15	.70	1.48	.91	2.30	.02
Technical	25.76	18.90	6.86	1.84	.57	1.37	.97	2.05	.06
Executive, administrative, and managerial	33.63	24.43	9.20	2.79	1.34	1.64	1.04	2.35	.04
Sales	15.86	12.45	3.41	.67	.43	.65	.34	1.32	(³)
Administrative support, including clerical	16.28	11.84	4.44	1.12	.33	1.21	.49	1.26	.02
Blue-collar occupations	15.76	11.34	4.41	.85	.48	1.00	.48	1.59	(³)
Precision production, craft, and repair	22.45	16.13	6.32	1.53	.72	1.39	.68	1.99	.02
Transportation and material moving	17.17	12.20	4.97	.83	.48	1.16	.60	1.89	(³)
Handlers, equipment cleaners, helpers, and laborers	11.91	8.62	3.29	.52	.37	.74	.38	1.28	(³)
Service occupations	9.42	7.36	2.06	.37	.14	.40	.12	1.03	(³)
	Percent of total compensation								
All workers, goods-producing industries ²	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	0.3
White-collar occupations	100.0	71.8	28.2	8.4	2.6	6.2	3.3	7.4	.3
Professional specialty and technical	100.0	72.0	28.0	9.1	2.0	6.1	3.4	7.2	.4
Professional specialty	100.0	72.5	27.5	9.3	1.7	5.8	3.3	7.1	.4
Technical	100.0	69.8	30.2	8.3	3.1	7.1	3.5	7.8	.3
Executive, administrative, and managerial	100.0	71.3	28.7	8.7	3.3	5.2	3.8	7.4	.3
Administrative support, including clerical	100.0	71.5	28.5	6.9	2.6	8.6	2.4	7.9	.3
Blue-collar occupations	100.0	67.8	32.2	5.5	4.4	7.9	3.9	10.3	.3
Precision production, craft, and repair	100.0	68.4	31.6	5.3	3.8	7.3	4.5	10.5	.3
Machine operators, assemblers, and inspectors	100.0	66.6	33.4	6.4	5.1	9.0	3.2	9.4	.3
Transportation and material moving	100.0	67.4	32.6	4.9	5.3	7.6	3.8	10.9	(⁵)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.0	30.0	3.9	3.7	6.9	3.7	11.6	(⁵)
Service occupations	100.0	65.9	34.1	6.4	4.9	9.3	3.0	10.2	.4
All workers, service-producing industries ⁴	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
White-collar occupations	100.0	74.4	25.6	6.8	2.7	5.4	2.9	7.7	.1
Professional specialty and technical	100.0	74.5	25.5	7.1	2.3	5.0	3.2	7.7	.1
Professional specialty	100.0	75.0	25.0	7.1	2.3	4.9	3.0	7.6	.1
Technical	100.0	73.4	26.6	7.1	2.2	5.3	3.8	8.0	.2
Executive, administrative, and managerial	100.0	72.6	27.4	8.3	4.0	4.9	3.1	7.0	.1
Sales	100.0	78.5	21.5	4.2	2.7	4.1	2.1	8.3	(⁵)
Administrative support, including clerical	100.0	72.7	27.3	6.9	2.0	7.4	3.0	7.7	.1
Blue-collar occupations	100.0	72.0	28.0	5.4	3.0	6.3	3.0	10.1	(⁵)
Precision production, craft, and repair	100.0	71.8	28.2	6.8	3.2	6.2	3.0	8.9	.1
Transportation and material moving	100.0	71.1	28.9	4.8	2.8	6.8	3.5	11.0	(⁵)
Handlers, equipment cleaners, helpers, and laborers	100.0	72.4	27.6	4.4	3.1	6.2	3.2	10.7	(⁵)
Service occupations	100.0	78.1	21.9	3.9	1.5	4.2	1.3	10.9	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Includes mining, construction, and manufacturing.³ Cost per hour worked is \$0.01 or less.⁴ Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

⁵ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-20. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry manufacturing and nonmanufacturing workers by occupational group, March 1999

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All workers, manufacturing industries	\$22.77	\$15.66	\$7.11	\$1.73	\$0.89	\$1.74	\$0.75	\$1.93	\$0.08
White-collar occupations	31.25	22.37	8.88	2.73	.77	1.97	1.06	2.25	.11
Professional specialty and technical	36.92	26.47	10.45	3.39	.72	2.27	1.27	2.66	.13
Professional specialty	39.66	28.65	11.01	3.72	.65	2.34	1.35	2.80	.15
Technical	28.80	20.00	8.80	2.44	.91	2.08	1.02	2.25	.10
Executive, administrative, and managerial	43.71	31.23	12.47	4.06	1.40	2.28	1.69	2.90	.15
Administrative support, including clerical	17.39	12.36	5.03	1.26	.42	1.50	.43	1.36	.06
Blue-collar occupations	18.99	12.66	6.32	1.28	.94	1.63	.62	1.79	.07
Precision production, craft, and repair	25.15	16.59	8.56	2.00	1.24	2.04	.88	2.27	.13
Machine operators, assemblers, and inspectors	17.80	11.84	5.95	1.14	.91	1.60	.56	1.67	.07
Transportation and material moving	17.84	12.21	5.63	.99	.93	1.38	.45	1.86	.02
Handlers, equipment cleaners, helpers, and laborers	14.16	9.72	4.44	.74	.60	1.18	.48	1.42	.02
Service occupations	17.76	11.55	6.22	1.21	.89	1.72	.54	1.79	.07
All workers, nonmanufacturing industries	18.20	13.49	4.71	1.09	.48	1.01	.53	1.59	.02
White-collar occupations	22.03	16.38	5.66	1.49	.59	1.20	.64	1.70	.02
Professional specialty and technical	29.05	21.66	7.39	2.07	.66	1.46	.93	2.24	.03
Professional specialty	30.42	22.80	7.62	2.17	.70	1.49	.92	2.32	.02
Technical	25.69	18.85	6.84	1.83	.57	1.37	.96	2.05	.06
Executive, administrative, and managerial	33.86	24.56	9.30	2.78	1.34	1.66	1.05	2.43	.04
Sales	15.92	12.50	3.41	.67	.43	.65	.34	1.32	(²)
Administrative support, including clerical	16.27	11.84	4.44	1.12	.34	1.22	.48	1.26	.02
Blue-collar occupations	17.38	12.41	4.97	.80	.53	1.11	.66	1.87	(²)
Precision production, craft, and repair	23.70	16.86	6.84	1.16	.71	1.51	1.00	2.45	(²)
Transportation and material moving	17.61	12.39	5.21	.83	.55	1.21	.67	1.95	(²)
Handlers, equipment cleaners, helpers, and laborers	12.32	8.90	3.41	.48	.38	.74	.41	1.40	(²)
Service occupations	9.41	7.35	2.06	.36	.14	.40	.12	1.03	(²)
	Percent of total compensation								
All workers, manufacturing industries	100.0	68.8	31.2	7.6	3.9	7.6	3.3	8.5	0.4
White-collar occupations	100.0	71.6	28.4	8.7	2.5	6.3	3.4	7.2	.4
Professional specialty and technical	100.0	71.7	28.3	9.2	2.0	6.1	3.4	7.2	.4
Professional specialty	100.0	72.2	27.8	9.4	1.6	5.9	3.4	7.1	.4
Technical	100.0	69.4	30.6	8.5	3.2	7.2	3.5	7.8	.3
Executive, administrative, and managerial	100.0	71.4	28.5	9.3	3.2	5.2	3.9	6.6	.3
Administrative support, including clerical	100.0	71.1	28.9	7.2	2.4	8.6	2.5	7.8	.3
Blue-collar occupations	100.0	66.7	33.3	6.7	4.9	8.6	3.3	9.4	.4
Precision production, craft, and repair	100.0	66.0	34.0	8.0	4.9	8.1	3.5	9.0	.5
Machine operators, assemblers, and inspectors	100.0	66.5	33.4	6.4	5.1	9.0	3.1	9.4	.4
Transportation and material moving	100.0	68.4	31.6	5.5	5.2	7.7	2.5	10.4	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	68.6	31.4	5.2	4.2	8.3	3.4	10.0	.1
Service occupations	100.0	65.0	35.0	6.8	5.0	9.7	3.0	10.1	.4
All workers, nonmanufacturing industries	100.0	74.1	25.9	6.0	2.6	5.5	2.9	8.7	.1
White-collar occupations	100.0	74.4	25.7	6.8	2.7	5.4	2.9	7.7	.1
Professional specialty and technical	100.0	74.6	25.4	7.1	2.3	5.0	3.2	7.7	.1
Professional specialty	100.0	75.0	25.0	7.1	2.3	4.9	3.0	7.6	.1
Technical	100.0	73.4	26.6	7.1	2.2	5.3	3.7	8.0	.2
Executive, administrative, and managerial	100.0	72.5	27.5	8.2	4.0	4.9	3.1	7.2	.1
Sales	100.0	78.5	21.4	4.2	2.7	4.1	2.1	8.3	(³)
Administrative support, including clerical	100.0	72.8	27.3	6.9	2.1	7.5	3.0	7.7	.1
Blue-collar occupations	100.0	71.4	28.6	4.6	3.0	6.4	3.8	10.8	(³)
Precision production, craft, and repair	100.0	71.1	28.9	4.9	3.0	6.4	4.2	10.3	(³)
Transportation and material moving	100.0	70.4	29.6	4.7	3.1	6.9	3.8	11.1	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	72.2	27.7	3.9	3.1	6.0	3.3	11.4	(³)
Service occupations	100.0	78.1	21.9	3.8	1.5	4.3	1.3	10.9	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-21. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by bargaining status, and major industry and occupational group, March 1999

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All union workers, private industry	\$24.75	\$16.21	\$8.53	\$1.66	\$0.94	\$2.21	\$1.37	\$2.26	\$0.09
Blue-collar occupations	25.76	16.41	9.35	1.64	1.13	2.43	1.60	2.45	.10
Goods-producing industries ²	26.33	16.74	9.59	1.62	1.19	2.57	1.56	2.51	.13
Service-producing industries ³	23.37	15.75	7.62	1.70	.72	1.89	1.21	2.04	.05
Manufacturing	23.21	14.60	8.61	1.78	1.29	2.30	.96	2.12	.17
Blue-collar occupations	23.06	14.38	8.68	1.72	1.36	2.30	1.00	2.13	.17
Nonmanufacturing	25.61	17.12	8.49	1.59	.74	2.16	1.61	2.34	.04
All nonunion workers, private industry	18.20	13.54	4.66	1.13	.50	.98	.46	1.57	.02
Blue-collar occupations	15.39	11.20	4.18	.76	.54	.92	.32	1.63	(⁴)
Goods-producing industries ²	21.75	15.56	6.20	1.46	.73	1.37	.61	1.98	.04
Service-producing industries ³	17.29	13.03	4.27	1.05	.44	.88	.42	1.46	(⁴)
Manufacturing	22.62	16.01	6.61	1.71	.75	1.55	.68	1.86	.05
Blue-collar occupations	16.99	11.82	5.16	1.06	.74	1.30	.43	1.62	.02
Nonmanufacturing	17.42	13.11	4.32	1.03	.45	.88	.42	1.51	(⁴)
	Percent of total compensation								
All union workers, private industry	100.0	65.5	34.5	6.7	3.8	8.9	5.5	9.1	0.4
Blue-collar occupations	100.0	63.7	36.3	6.4	4.4	9.4	6.2	9.5	.4
Goods-producing industries ²	100.0	63.6	36.4	6.2	4.5	9.8	5.9	9.5	.5
Service-producing industries ³	100.0	67.4	32.6	7.3	3.1	8.1	5.2	8.7	.2
Manufacturing	100.0	62.9	37.1	7.7	5.6	9.9	4.1	9.1	.7
Blue-collar occupations	100.0	62.4	37.6	7.5	5.9	10.0	4.3	9.2	.7
Nonmanufacturing	100.0	66.8	33.2	6.2	2.9	8.4	6.3	9.1	.2
All nonunion workers, private industry	100.0	74.4	25.6	6.2	2.7	5.4	2.5	8.6	.1
Blue-collar occupations	100.0	72.8	27.2	4.9	3.5	6.0	2.1	10.6	(⁵)
Goods-producing industries ²	100.0	71.5	28.5	6.7	3.4	6.3	2.8	9.1	.2
Service-producing industries ³	100.0	75.4	24.7	6.1	2.5	5.1	2.4	8.4	(⁵)
Manufacturing	100.0	70.8	29.2	7.6	3.3	6.9	3.0	8.2	.2
Blue-collar occupations	100.0	69.6	30.4	6.2	4.4	7.7	2.5	9.5	.1
Nonmanufacturing	100.0	75.3	24.8	5.9	2.6	5.1	2.4	8.7	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Includes mining, construction, and manufacturing.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁴ Cost per hour worked is \$0.01 or less.⁵ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-22. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry workers by establishment employment size, and major industry and occupational group, March 1999

Industry and occupational group, and employment size	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All workers in private industry	\$19.00	\$13.87	\$5.13	\$1.20	\$0.55	\$1.13	\$0.57	\$1.65	\$0.03
1-99 workers	16.27	12.29	3.98	.83	.40	.84	.39	1.51	(²)
100 or more workers	21.88	15.54	6.35	1.58	.71	1.44	.76	1.80	.05
100-499 workers	18.14	13.17	4.97	1.11	.58	1.12	.53	1.62	.02
500 or more workers	26.37	18.37	8.00	2.15	.87	1.83	1.05	2.01	.09
Goods-producing industries ³	22.86	15.84	7.02	1.50	.85	1.66	.84	2.11	.06
1-99 workers	18.98	13.79	5.19	.81	.52	1.14	.62	2.10	(²)
100 or more workers	25.50	17.24	8.26	1.97	1.07	2.02	.99	2.12	.10
100-499 workers	21.58	14.80	6.79	1.39	.94	1.65	.79	1.99	.02
500 or more workers	29.39	19.66	9.73	2.55	1.19	2.38	1.19	2.24	.18
Service-producing industries ⁴	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
1-99 workers	15.65	11.95	3.71	.84	.38	.77	.34	1.38	(²)
100 or more workers	20.42	14.85	5.57	1.43	.57	1.21	.67	1.67	.03
100-499 workers	16.91	12.59	4.32	1.01	.45	.92	.43	1.48	.02
500 or more workers	24.97	17.77	7.19	1.97	.71	1.58	.98	1.90	.04
White-collar occupations	23.02	17.02	6.00	1.63	.61	1.28	.69	1.76	.03
1-99 workers	19.58	14.87	4.71	1.18	.49	1.01	.48	1.54	(²)
100 or more workers	26.39	19.13	7.26	2.06	.74	1.55	.90	1.97	.05
100-499 workers	21.99	16.21	5.78	1.48	.65	1.24	.64	1.74	.03
500 or more workers	30.56	21.89	8.67	2.61	.82	1.84	1.14	2.18	.08
Blue-collar occupations	17.98	12.51	5.48	.98	.69	1.30	.64	1.84	.03
1-99 workers	16.51	12.01	4.49	.68	.49	1.00	.47	1.84	(²)
100 or more workers	19.48	13.01	6.47	1.28	.88	1.61	.81	1.83	.06
100-499 workers	17.34	12.02	5.32	.99	.68	1.29	.60	1.75	(²)
500 or more workers	22.40	14.36	8.05	1.66	1.15	2.05	1.10	1.95	.13
	Percent of total compensation								
All workers in private industry	100.0	73.0	27.0	6.3	2.9	5.9	3.0	8.7	0.2
1-99 workers	100.0	75.5	24.5	5.1	2.5	5.2	2.4	9.3	(⁵)
100 or more workers	100.0	71.0	29.0	7.2	3.2	6.6	3.5	8.2	.2
100-499 workers	100.0	72.6	27.4	6.1	3.2	6.2	2.9	8.9	.1
500 or more workers	100.0	69.7	30.3	8.2	3.3	6.9	4.0	7.6	.3
Goods-producing industries ³	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	.3
1-99 workers	100.0	72.7	27.3	4.3	2.7	6.0	3.3	11.1	(⁵)
100 or more workers	100.0	67.6	32.4	7.7	4.2	7.9	3.9	8.3	.4
100-499 workers	100.0	68.6	31.5	6.4	4.4	7.6	3.7	9.2	.1
500 or more workers	100.0	66.9	33.1	8.7	4.0	8.1	4.0	7.6	.6
Service-producing industries ⁴	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
1-99 workers	100.0	76.4	23.7	5.4	2.4	4.9	2.2	8.8	(⁵)
100 or more workers	100.0	72.7	27.3	7.0	2.8	5.9	3.3	8.2	.1
100-499 workers	100.0	74.5	25.5	6.0	2.7	5.4	2.5	8.8	.1
500 or more workers	100.0	71.2	28.8	7.9	2.8	6.3	3.9	7.6	.2
White-collar occupations	100.0	73.9	26.1	7.1	2.6	5.6	3.0	7.6	.1
1-99 workers	100.0	75.9	24.1	6.0	2.5	5.2	2.5	7.9	(⁵)
100 or more workers	100.0	72.5	27.5	7.8	2.8	5.9	3.4	7.5	.2
100-499 workers	100.0	73.7	26.3	6.7	3.0	5.6	2.9	7.9	.1
500 or more workers	100.0	71.6	28.4	8.5	2.7	6.0	3.7	7.1	.3
Blue-collar occupations	100.0	69.6	30.5	5.5	3.8	7.2	3.6	10.2	.2
1-99 workers	100.0	72.7	27.2	4.1	3.0	6.1	2.8	11.1	(⁵)
100 or more workers	100.0	66.8	33.2	6.6	4.5	8.3	4.2	9.4	.3
100-499 workers	100.0	69.3	30.7	5.7	3.9	7.4	3.5	10.1	(⁵)
500 or more workers	100.0	64.1	35.9	7.4	5.1	9.2	4.9	8.7	.6

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

⁵ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-23. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry health services workers by industry and occupational group, March 1999

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
Health services	\$19.05	\$14.16	\$4.88	\$1.37	\$0.42	\$1.07	\$0.47	\$1.54	(²)
Professional specialty and technical	26.01	19.40	6.61	1.89	.69	1.36	.59	2.08	(²)
Professional specialty	29.44	21.97	7.47	2.22	.79	1.47	.66	2.32	(²)
Nurses	29.21	21.48	7.73	2.30	1.00	1.47	.64	2.32	(²)
Technical	20.60	15.35	5.25	1.37	.52	1.18	.47	1.70	(²)
Administrative support, including clerical	15.81	11.41	4.40	1.27	.23	1.11	.57	1.21	(²)
Service occupations	11.40	8.61	2.80	.65	.23	.65	.22	1.03	(²)
Hospitals	22.75	16.21	6.54	1.94	.67	1.60	.58	1.74	(²)
Professional specialty and technical	27.82	19.97	7.85	2.34	.96	1.71	.69	2.14	(²)
Professional specialty	30.67	22.17	8.49	2.57	1.10	1.71	.74	2.36	(²)
Nurses	30.85	22.12	8.72	2.62	1.30	1.67	.73	2.39	(²)
Technical	21.39	15.01	6.38	1.81	.64	1.69	.58	1.65	(²)
Administrative support, including clerical	16.17	11.26	4.92	1.40	.28	1.58	.44	1.21	(²)
Service occupations	13.52	9.25	4.27	1.06	.43	1.39	.33	1.05	(²)
Nursing homes	13.29	10.06	3.23	.83	.27	.68	.15	1.30	(²)
Professional specialty and technical	19.45	14.92	4.53	1.18	.45	.77	.22	1.92	(²)
Professional specialty	21.57	16.74	4.83	1.27	.37	.84	.25	2.10	(²)
Technical	17.51	13.25	4.26	1.09	.52	.70	.19	1.76	(²)
Service occupations	10.57	7.91	2.66	.63	.23	.62	.12	1.07	(²)
	Percent of total compensation								
Health services	100.0	74.3	25.6	7.2	2.2	5.6	2.5	8.1	(³)
Professional specialty and technical	100.0	74.6	25.4	7.3	2.7	5.2	2.3	8.0	(³)
Professional specialty	100.0	74.6	25.4	7.5	2.7	5.0	2.2	7.9	(³)
Nurses	100.0	73.5	26.5	7.9	3.4	5.0	2.2	7.9	(³)
Technical	100.0	74.5	25.5	6.7	2.5	5.7	2.3	8.3	(³)
Administrative support, including clerical	100.0	72.2	27.8	8.0	1.5	7.0	3.6	7.7	(³)
Service occupations	100.0	75.5	24.6	5.7	2.0	5.7	1.9	9.0	(³)
Hospitals	100.0	71.3	28.7	8.5	2.9	7.0	2.5	7.6	(³)
Professional specialty and technical	100.0	71.8	28.2	8.4	3.5	6.1	2.5	7.7	(³)
Professional specialty	100.0	72.3	27.7	8.4	3.6	5.6	2.4	7.7	(³)
Nurses	100.0	71.7	28.3	8.5	4.2	5.4	2.4	7.7	(³)
Technical	100.0	70.2	29.8	8.5	3.0	7.9	2.7	7.7	(³)
Administrative support, including clerical	100.0	69.6	30.4	8.7	1.7	9.8	2.7	7.5	(³)
Service occupations	100.0	68.4	31.6	7.8	3.2	10.3	2.4	7.8	(³)
Nursing homes	100.0	75.7	24.3	6.2	2.0	5.1	1.1	9.8	(³)
Professional specialty and technical	100.0	76.7	23.3	6.1	2.3	4.0	1.1	9.9	(³)
Professional specialty	100.0	77.6	22.4	5.9	1.7	3.9	1.2	9.7	(³)
Technical	100.0	75.7	24.3	6.2	3.0	4.0	1.1	10.1	(³)
Service occupations	100.0	74.8	25.2	6.0	2.2	5.9	1.1	10.1	(³)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Less than .05 percent.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-24. Employer costs per hour worked for employee compensation and component costs as a percent of total compensation, private industry transportation equipment manufacturing and public utilities workers by industry and occupational group, March 1999

Industry and occupational group	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
Transportation equipment manufacturing (SIC 37)	\$33.21	\$21.03	\$12.18	\$2.91	\$1.62	\$3.04	\$1.45	\$2.79	\$0.37
White-collar occupations	38.81	27.03	11.79	3.84	.85	2.72	1.31	2.80	.27
Professional specialty and technical	44.07	31.22	12.86	4.36	.77	2.80	1.46	3.18	.29
Executive, administrative, and managerial	43.55	30.47	13.08	4.60	1.07	2.82	1.42	2.92	.25
Blue-collar occupations	30.11	17.81	12.30	2.39	2.01	3.20	1.52	2.77	.40
Service occupations	34.75	19.06	15.68	3.12	2.83	3.44	1.98	3.52	.80
Aircraft manufacturing (SIC 3721)	35.33	24.28	11.05	3.34	1.19	2.60	.97	2.77	.18
White-collar occupations	38.12	26.88	11.24	3.71	.71	2.60	1.12	2.87	.24
Blue-collar occupations	30.56	19.84	10.72	2.70	2.02	2.60	.73	2.58	.09
Public utilities (SIC's 48, 49)	28.72	19.72	8.99	2.52	.97	2.23	1.07	2.06	.14
White-collar occupations	28.50	19.73	8.77	2.45	.86	2.17	1.05	2.04	.20
Blue-collar occupations	29.67	20.03	9.63	2.72	1.17	2.41	1.13	2.15	.05
Communications (SIC 48)	26.15	18.18	7.97	2.18	.91	1.98	.88	1.90	.12
White-collar occupations	25.60	17.94	7.66	2.08	.85	1.87	.82	1.88	.17
Blue-collar occupations	28.11	19.14	8.98	2.50	1.07	2.32	1.07	1.98	.04
Electric, gas, and sanitary services (SIC 49)	33.28	22.46	10.82	3.13	1.07	2.69	1.40	2.36	.17
White-collar occupations	35.00	23.76	11.24	3.29	.87	2.85	1.58	2.39	.27
Blue-collar occupations	31.53	21.11	10.42	2.98	1.28	2.53	1.21	2.35	.06
	Percent of total compensation								
Transportation equipment manufacturing (SIC 37)	100.0	63.3	36.7	8.8	4.9	9.2	4.4	8.4	1.1
White-collar occupations	100.0	69.6	30.4	9.9	2.2	7.0	3.4	7.2	.7
Professional specialty and technical	100.0	70.8	29.2	9.9	1.7	6.4	3.3	7.2	.7
Executive, administrative, and managerial	100.0	70.0	30.0	10.6	2.5	6.5	3.3	6.7	.6
Blue-collar occupations	100.0	59.1	40.9	7.9	6.7	10.6	5.0	9.2	1.3
Service occupations	100.0	54.8	45.1	9.0	8.1	9.9	5.7	10.1	2.3
Aircraft manufacturing (SIC 3721)	100.0	68.7	31.3	9.5	3.4	7.4	2.7	7.8	.5
White-collar occupations	100.0	70.5	29.5	9.7	1.9	6.8	2.9	7.5	.6
Blue-collar occupations	100.0	64.9	35.1	8.8	6.6	8.5	2.4	8.4	.3
Public utilities (SIC's 48, 49)	100.0	68.7	31.3	8.8	3.4	7.8	3.7	7.2	.5
White-collar occupations	100.0	69.2	30.8	8.6	3.0	7.6	3.7	7.2	.7
Blue-collar occupations	100.0	67.5	32.5	9.2	3.9	8.1	3.8	7.2	.2
Communications (SIC 48)	100.0	69.5	30.5	8.3	3.5	7.6	3.4	7.3	.5
White-collar occupations	100.0	70.1	29.9	8.1	3.3	7.3	3.2	7.3	.7
Blue-collar occupations	100.0	68.1	31.9	8.9	3.8	8.3	3.8	7.0	.1
Electric, gas, and sanitary services (SIC 49)	100.0	67.5	32.5	9.4	3.2	8.1	4.2	7.1	.5
White-collar occupations	100.0	67.9	32.1	9.4	2.5	8.1	4.5	6.8	.8
Blue-collar occupations	100.0	67.0	33.0	9.5	4.1	8.0	3.8	7.5	.2

¹ Includes severance pay and supplemental unemployment benefits.

NOTE: The sum of individual items may not equal totals due to rounding.

TABLE A-25. Employer costs per hour worked for components of compensation, and relative standard errors,¹ by major industry and occupation categories, March 1999

Industry and occupational group	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ²
Civilian workers									
Cost per hour worked	\$20.29	\$14.72	\$5.58	\$1.34	\$0.51	\$1.29	\$0.76	\$1.65	\$0.03
Relative error .....	.7	.7	1.0	1.4	3.0	1.2	2.2	.8	11.3
State and local government workers									
Cost per hour worked	\$28.00	\$19.78	\$8.22	\$2.17	\$2.24	\$2.22	\$1.91	\$1.64	\$.04
Relative error	1.5	1.5	2.0	1.9	7.6	2.1	3.4	2.3	25.2
Private industry workers									
Cost per hour worked	\$19.00	\$13.87	\$5.13	\$1.20	\$.55	\$1.13	\$.57	\$1.65	\$.03
Relative error .....	.9	.9	1.2	1.8	3.4	1.6	3.0	.9	11.6
Goods-producing industries ³									
Cost per hour worked	\$22.86	\$15.84	\$7.02	\$1.50	\$.85	\$1.66	\$.84	\$2.11	\$.06
Relative error	1.6	1.4	2.1	2.3	4.7	3.0	5.9	1.7	19.3
Service-producing industries ⁴									
Cost per hour worked	\$17.82	\$13.26	\$4.55	\$1.11	\$.46	\$.97	\$.49	\$1.51	\$.02
Relative error	1.0	1.0	1.3	2.2	4.5	1.8	3.4	1.0	10.2
Manufacturing									
Cost per hour worked	\$22.77	\$15.66	\$7.11	\$1.73	\$.89	\$1.74	\$.75	\$1.93	\$.08
Relative error	1.9	1.9	2.3	2.8	5.5	3.0	6.5	1.8	19.9
Nonmanufacturing									
Cost per hour worked	\$18.20	\$13.49	\$4.71	\$1.09	\$.48	\$1.01	\$.53	\$1.59	\$.02
Relative error	1.0	1.0	1.4	2.2	4.2	2.0	3.3	1.0	9.8
White-collar workers									
Cost per hour worked	\$23.02	\$17.02	\$6.00	\$1.63	\$.61	\$1.28	\$.69	\$1.76	\$.03
Relative error	1.2	1.2	1.5	2.2	5.8	1.9	3.3	1.0	15.7
Blue-collar workers									
Cost per hour worked	\$17.98	\$12.51	\$5.48	\$.98	\$.69	\$1.30	\$.64	\$1.84	\$.03
Relative error	1.4	1.2	2.1	2.4	2.9	3.0	5.7	1.5	11.6
Service workers									
Cost per hour worked	\$9.58	\$7.44	\$2.14	\$.38	\$.16	\$.43	\$.13	\$1.04	(⁵)
Relative error	1.8	1.5	3.2	5.2	9.3	5.7	8.6	2.3	(⁶)

¹ The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

² Includes severance pay and supplemental unemployment benefits.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁵ Cost per hour worked is \$0.01 or less.

⁶ Less than .05 percent.